



Objects
By-Laws
Code of Ethics
of the
Ontario Association of
Veterinary Technicians

**Objects
of the
Ontario Association of
Veterinary Technicians**

- To promote, maintain and regulate the professional standards of veterinary technicians and veterinary technologists.
- To promote and further the education of veterinary technicians and veterinary technologists.
- To sponsor, encourage and promote liaison with other individuals, associations and groups engaged in similar or related fields of activity.
- To promote the interests of the Association.

Mission and Vision Statement of the Ontario Association of Veterinary Technicians

Mission: Define a legislated scope of practice for RVTs as regulated professionals and respected animal healthcare providers to promote team excellence.

Vision: Enhance the Health and Welfare of Animals.

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Ontario Association of Veterinary Technicians

By-law #1:

A by-law relating generally to the affairs of the Ontario Association of Veterinary Technicians.

ARTICLE 1 INTERPRETATION

In this by-law and all other by-laws and resolutions of the Corporation, unless the context requires otherwise:

- (i) *Corporation*: means the Ontario Association of Veterinary Technicians;
- (ii) *Board*: means the Board of Directors of the Corporation;
- (iii) *Corporations Act*: means the Ontario Corporations Act, Chapter C. 38 of the Revised Statutes of Ontario 1990, and any statute which amends or is passed in substitution for that Act.
- (iv) *Corporations Act Definitions*: all terms defined in the Corporations Act have the same meaning in this by-law and all other by-laws and resolutions of the Corporation;
- (v) *Directors*: means the Directors of the Corporation as appointed or elected from time to time pursuant to article 4 of this by-law #1;
- (vi) *Singular/plural*: the singular includes the plural;
- (vii) *Poll and Ballot*: have the meanings assigned to them in the parliamentary authority of the Corporation.
- (viii) *Voting member*: refers to RVT and Retired membership classes
- (ix) *Contact information*: refers to phone number, cell number, home address, email address.

ARTICLE 2 CORPORATE SEAL

The seal an impression whereof is printed on the cover hereof shall be the corporate seal of the Corporation.

ARTICLE 3 HEAD OFFICE

The head office of the Corporation shall be in the Province of Ontario therein as the Directors may from time to time determine.

ARTICLE 4 BOARD OF DIRECTORS

4.1 The affairs of the Corporation shall be governed by a Board of Directors each of whom at the time of their election or within ten (10) days thereafter and throughout their Term of Office shall be a voting member of the Corporation.

4.1.1 Despite any vacancies, the remaining Directors may exercise all the powers of the Directors so long as a quorum of the Directors remains in Office.

4.1.2 The Board of Directors shall have not fewer than nine or more than twenty Directors elected by the Members as described in article 4.3 of this by-law below.

4.1.3 At the end of the President's term they shall hold the office of Past President, and shall be a Director by virtue of the office, for the period of one year, provided they are otherwise qualified to be a Director.

4.2 QUALIFICATIONS OF DIRECTORS

Each elected Director shall:

Be at least eighteen years of age;

Be mentally competent;

Not be an undischarged bankrupt;

Be a voting member of the corporation;

Be a person interested in furthering the objects of the Corporation.

4.3 NOMINATIONS

4.3.1 At least three months before the end of the calendar year, the Secretary will invite all Members in good standing to submit, by December 31 of that year on a form prescribed by the Secretary, nominations of qualified Members to sit on the Board of Directors.

4.3.1.1 All nominees must consent to their nomination and complete and return to the Secretary, the Nominee Election Package prescribed by the Secretary, by January 15 of the subsequent year.

4.3.2 The Directors shall appoint a minimum of three persons who are voting members in good standing to the Governance Committee, at least one of whom shall be a Director. Committee Chair shall be a member of the Governance Committee who is not standing for election or re-election to the Board of Directors in the upcoming election.

4.3.2.1 Appointed Members of the Governance Committee shall serve a term of one year, renewable for a second year at the discretion of the Directors.

4.3.2.2 The Governance Committee shall:

4.3.2.2.1 Identify at least one voting member, who is qualified and willing to stand for election as a Director, for each vacant position to be filled by election;

4.3.2.2.2 Present its report on nominees to the voting members through commonly accepted means of communication no later than January 31st of each year. This report must include at a minimum the names and resumes of each nominee.

4.4 ELECTION OF DIRECTORS

- 4.4.1** The voting members of the corporation shall elect Directors prior to the Annual General Meeting of the Corporation by means of advance voting. Advance Voting shall be conducted in the following manner:
- (a) A mail or email to each voting member entitled to vote to their current address of the nomination package at least 15 days prior to the Annual General Meeting, which package shall include a form of ballot as prescribed by the Directors.
 - (b) Ballots must be received at the head office of the Corporation by 5:00 p.m. local time at least seven days prior to the Annual General Meeting.
 - (c) Ballots will be counted by the staff of the Corporation under the supervision of the Secretary during the seven days prior to the Annual General Meeting.
 - (d) Announcement of results of voting will be posted on the Corporation's web site prior to the Annual General Meeting or be made at the Annual General Meeting.
 - (e) Commencement of the newly elected directors term will be the first official meeting of the Directors following the Annual General Meeting.
 - (f) The term of the outgoing Directors concludes at the first official meeting of Directors following the Annual General Meeting.
- 4.4.2** A Director's term of office is two years or until their successor is elected or appointed.
- 4.4.3** If an election of the Directors is not held at the proper time, the Directors continue in office until their successors are elected.
- 4.4.4** In odd numbered years five Directors shall be elected; in even numbered years four Directors shall be elected.
- 4.4.5** A Director may serve a maximum of three consecutive terms of office with a maximum of six terms in a lifetime. Terms are considered consecutive if the interval between them is less than twelve months.
- 4.4.6** In the case where a Director is elected or appointed to complete the term of another Director, a partial term of less than one year shall not be counted as a term of office in calculating a Director's eligibility for election or re-election.
- 4.4.7** The acts of a Director are valid even if a defect in their appointment or qualification is discovered afterwards.

4.5 QUORUM

As per on Bill Pr3, 1993 4.(6).

4.6 REMOVAL OF DIRECTORS

- 4.6.1** The voting members may, by a resolution passed by at least two-thirds of the votes cast at a General meeting of which notice specifying the intention to pass such resolution has been given, remove any Director before the expiration of their term of office, and may, by a majority of the votes cast at that meeting, elect any person in their stead for the remainder of the term.
- 4.6.2** The Directors shall report the resignation of any Director to the membership at the earliest opportunity by any means.

- 4.6.3** A majority of the Directors have the authority to impose sanction on any other Director(s) found in violation of the board's code of conduct.

4.7 VACANCIES

- 4.7.1** The office of a Director of the Corporation shall be vacated if the Director:
- (a) Resigns the office by notice in writing to the Secretary or the President;
 - (b) Has died;
 - (c) No longer meets the qualifications of a Director as specified in article 4.2 of this by-law;
 - (d) Misses three consecutive scheduled regular meetings or 25% of all scheduled regular meetings of the Board between annual general meetings. A Director may apply for reinstatement which may be granted by resolution of the Directors. The reinstatement mechanism may be used only once per Director per two-year term.
- 4.7.2** Vacancies on the Board of Directors however caused, may,
- (a) so long as a quorum of Directors remains in office, be filled by the Directors from among the qualified voting members. The term of such appointment shall be until the next Annual Meeting of the membership, at which time the position shall be deemed to be vacant and filled in accordance with Article 4.4. or
 - (b) If there is not a quorum of Directors the remaining Directors shall forthwith call for a vote in accordance with section 4.4 and shall announce the results of such election on the website and by email to the membership within seven days after the deadline date for receipt of ballots. The elected Board member will fulfill the remainder of the term.

4.8 MEETINGS

- 4.8.1** The Directors may hold meetings at such place or places, in or outside Ontario, as they may from time to time determine.
- 4.8.2** Each new Board may, without notice, hold its first meeting for the purpose of organization and election and appointment of officers immediately following the Annual meeting of the Corporation provided a quorum of Directors is present.
- 4.8.3** The Directors may appoint a day or days in any month or months for Regular meetings at an hour to be named and of such Regular meeting no notice need be sent.
- 4.8.4** Other meetings may be called by the President or Vice-President or by the Secretary on direction in writing of two Directors. Notice of other meetings shall be delivered or mailed electronically to each Director not less than forty-eight hours before the meeting is to take place. No formal notice of any such meeting shall be necessary if all the Directors are present or those present have given their consent to the meeting being held in their absence.

4.9 ERRORS IN NOTICE

No error or omission in giving such notice for a meeting of Directors shall invalidate or make void any proceedings taken or had at such meeting and any Director may at any time waive notice of any such meeting and may ratify and approve of any or all proceedings taken or had thereat.

4.10 VOTING

- 4.10.1** At all meetings of the Directors every question shall be decided by a majority of the votes cast.
- 4.10.2** The Chair may vote on any question before the Directors. Such vote will normally be exercised only when:
- (a) The vote is conducted by secret ballot; or
 - (b) The vote of the Chair either creates or denies the necessary majority for a question to be carried.
- 4.10.3** Voting shall be done by a show of hands unless a Director present requests that the vote to be taken by ballot.
- 4.10.4** A declaration by the Chair that a resolution has been carried and an entry to that effect in the minutes shall be admissible in evidence as prima facie proof of the fact without proof of the number or proportion of the votes recorded in favour of or against such resolution.

4.11 POWERS

- 4.11.1** The Directors of the Corporation shall govern the affairs of the Corporation in all things and make or cause to be made for the Corporation, in its name, any kind of contract which the Corporation may lawfully enter into and, same as hereinafter provided, generally, may exercise all such other powers and do all such other acts and things as the Corporation is by its charter or otherwise authorized to exercise and do.
- 4.11.2** Without in any way derogating from foregoing, the Directors are expressly empowered, from time to time, to purchase, lease or otherwise acquire, alienate, sell, exchange or otherwise dispose of shares, stocks, rights, warrants, option or other securities, lands, buildings and other property, movable or immovable, real or personal, or any right or interest therein owned by the Corporation, for such consideration and upon such terms and conditions as they may deem advisable.
- 4.11.3** The Directors may establish such committees as they consider necessary, appoint members and establish guidelines for the operation of the committees. They may disband such committees, other than those prescribed by the by-laws, in their sole discretion.
- 4.11.4** The Directors may establish in writing policies which regulate the exercise of their powers under the by-laws, so long as the policies are consistent with the by-laws.

4.12 REMUNERATION

Nothing in these by-laws shall prohibit a Director or members from receiving reasonable remuneration and expense reimbursement for their services to the corporation in any capacity.

4.13 BOOKS AND RECORDS

- 4.13.1** The Directors shall see that all necessary books and records of the Corporation required by the by-laws of the Corporation or by any applicable statute or law are regularly and properly kept.

4.14 NON-DIRECTORS AT BOARD MEETINGS

Any member of the corporation may attend any meeting of the Directors. The Directors may invite or permit any person to attend or speak at any meeting of the Directors. No person other than a Director is entitled to vote at a meeting of the Directors.

ARTICLE 5 OFFICERS OF CORPORATION

5.1 The officers of the Corporation are the President, Vice-President, Secretary and Treasurer.

5.1.1 One person may not hold more than one office at a time.

5.1.2 The President and Vice-President shall be elected by the Directors from among their number at the first meeting of the Directors after the annual election of such Directors. Such elections shall be conducted by ballot. A majority of the votes cast shall be required for election. In the event that no candidate receives a majority, subsequent ballots shall be held, dropping the name of the candidate receiving the fewest votes, until a candidate receives a majority of the votes. If only two candidates remain on a ballot and the vote is tied, the election shall be determined by a coin toss.

5.1.3 Candidates for President and Vice-President must have served as a Director for the previous twelve consecutive months.

5.1.3.1 In the event that either or both of the offices of President and Vice-President cannot be filled in accordance with Article 5.1.3, the Board of Directors may, subject to approval by at least 75% of the Directors, allow the candidacy for election of any current Director to fill the vacancy notwithstanding the length of time that they have served as a Director immediately prior to said election.

5.1.4 The Directors shall by resolution appoint a Secretary who need not be a Director.

5.1.5 The Directors shall by resolution appoint a Treasurer who need not be a Director.

5.2 DUTIES OF THE PRESIDENT

5.2.1 The President shall, when present, preside at all meetings of the membership and of the Directors.

5.2.2 The President, with the Secretary or any other officer appointed by the Directors for the purpose, shall sign all by-laws and membership certificates.

5.2.3 The President shall be an ex-officio member of all standing and special committees.

5.3 DUTIES OF THE VICE-PRESIDENT

5.3.1 During the absence or inability of the President, their duties shall be performed and their powers exercised by the Vice-President.

5.3.2 The Vice-President shall also perform such duties and exercise such powers as the President may from time to time delegate or the Directors may prescribe.

5.4 DUTIES OF THE SECRETARY AND OF THE TREASURER

5.4.1 DUTIES OF THE SECRETARY

5.4.1.1 The Secretary shall be the clerk of the Board of Directors.

5.4.1.2 They shall attend all meetings of the Directors and record all facts and minutes of all proceedings in the books kept for that purpose.

- 5.4.1.3** They shall give all notices required to be given to the membership and to Directors.
- 5.4.1.4** They shall be custodian of the seal of the Corporation and of all books, papers, records, correspondence, contract and other documents belonging to the Corporation which they shall deliver up only when authorized by a resolution of the Directors to do so, and to such person or persons as may be named in the resolution.
- 5.4.1.5** They shall also perform such other duties as may from time to time be determined by the Directors.
- 5.4.1.6** If the office of the Secretary is vacant, or if for any reason the Secretary is unable to act, anything required or authorized to be done by the Secretary may be done by a Director, Officer or employee of the Corporation who has been authorized to act in their place by the Directors.

5.4.2 DUTIES OF THE TREASURER

- 5.4.2.1** They shall keep full and accurate accounts of all receipts and disbursements of the Corporation in proper books of account and shall deposit all money and other valuable effects in the name and to the credit of the Corporation in such bank and banks as may from time to time be designated by the Directors.
- 5.4.2.2** They shall disburse the funds of the Corporation under the direction of the Directors, taking proper vouchers thereof and shall render to the Directors at the regular meetings thereof or whenever required of them an account of all transactions and the financial position of the Corporation.
- 5.4.2.3** They shall also perform such other duties as may from time to time be determined by the Directors.
- 5.4.2.4** If the office of the Treasurer is vacant, or if for any reason the Treasurer is unable to act, anything required or authorized to be done by the Treasurer may be done by a Director, Officer or employee of the Corporation who has been authorized to act in their place by the Directors.

5.5 OFFICERS' TERM OF OFFICE

- 5.5.1** An Officer's term of office is one year or until a successor is elected or appointed.
- 5.5.2** The office of an Officer is vacated when they:
 - (a) Resigns the office by notice in writing to the Secretary or the President;
 - (b) Has died;
 - (c) No longer meets the qualifications of a Director as specified in article 4.2 of this by-law;
- 5.5.2.1** An Officer may resign their office without thereby resigning as a Director.
- 5.5.3** An Officer may be removed from their office before their term expires for failure or inability to perform their duties as set out in the by-laws or the written policies of the Directors.
 - 5.5.3.1** An Officer may be removed from office by a resolution passed for that purpose at a meeting of the Directors.
 - 5.5.3.2** When an Officer's position is vacant, it may be filled for the balance of the term according to the procedure set out in article 5.1 of this by-law.
 - 5.5.3.3** An Officer may be removed from their office without thereby being removed as a Director.

5.6 EXECUTION OF DOCUMENTS

- 5.6.1** Deeds, transfers, licenses, contracts and engagements on behalf of the Corporation shall be signed by either the President or Vice- President and by the Secretary, and the Secretary shall affix the seal of the Corporation to such instruments as require the same.
- 5.6.2** Notwithstanding any provision to the contrary contained in the by-laws of the Corporation, the Directors may at any time by resolution direct the manner in which, and the person or persons by whom, any particular instrument, contract or obligations of the Corporation may or shall be executed.

ARTICLE 6 MEMBERSHIP

6.1 The Directors shall approve or disapprove all membership applications.

- 6.1.1** Every application for membership shall be made on a form provided by the Corporation and shall be signed by the applicant.
- 6.1.2** Each such application shall be accompanied by the prescribed fee.
- 6.1.3** Each applicant shall be informed by the Corporation the disposition of their application for membership.

6.2 ELIGIBILITY

To be eligible for membership, and to remain a member in good standing, a person must:

- (i) Subscribe and adhere to the objects of the Corporation;
- (ii) Maintain the honour and dignity of the profession of Veterinary Technician or Veterinary Technologist; and
- (iii) Pay all Association dues and fees owing.

6.3 CLASSES OF MEMBERS

- 6.3.1** There shall be five classes of Members: RVT Member, Pending Member, Limited Member, Student Member and Retired Member.

6.3.2 RVT Member:

An RVT Membership may be granted to a Canadian citizen, permanent resident or an individual authorized by the government to work in Canada who has met the requirements of By Law #2 1.1 Admission Standards and By Law #2 1.3 Maintaining RVT Status. RVT Members are entitled to vote at any meeting of the Members of the Corporation, are eligible to be Directors and have access to member benefits and services, including professional liability insurance.

6.3.3 Pending Member:

A Pending Membership may be granted to a Canadian citizen, permanent resident or an individual authorized by the government to work in Canada who is in the process of achieving the requirements of By Law #2 1.1 Admission Standards and may only be "pending" for a duration of 2 consecutive membership renewal cycles. Pending Members will have access to member benefits and services, except professional liability insurance, and are not eligible to be Directors, nor entitled to vote at any meeting of the Members of the Corporation.

6.3.4 Limited Member:

A Limited Membership may be granted to a Canadian citizen, permanent resident or an individual authorized by the government to work in Canada who has graduated from a course of study not accredited by the Directors, or who has

chosen not to pursue RVT membership. Limited Members will have access to member benefits and services, except professional liability insurance, and are not eligible to be Directors, nor entitled to vote at any meeting of the Members of the Corporation.

6.3.5 Student Member:

A Student Membership may be granted to a Canadian citizen or permanent resident or an individual with a valid Canadian Student Visa who is currently enrolled in a formal course of study in Veterinary Technology which has been accredited by the Directors. Student Members will have access to member benefits and services, except professional liability insurance, and are not eligible to be Directors, nor entitled to vote at any meeting of the Members of the Corporation.

6.3.6 Retired Member:

A Retired Membership may be granted to a Canadian citizen or permanent resident who qualifies and registers for Retired Status as outlined in Policy 5.1 Retired Member Status shall be exempt from continuing education requirements. Retired Members are entitled to vote at any meeting of the Members of the Corporation, are eligible to be Directors, and have access to member benefits and services, except professional liability insurance.

6.4 TERMINATION OF MEMBERS

The Board of Directors may, by resolution passed by at least two-thirds of the Directors present and voting at a meeting of the Board of which notice specifying the intention to pass such resolution has been given, remove a member (of any class) from membership in the Corporation for failing to meet the qualifications for membership.

6.5 RESIGNATION OF MEMBERS

6.5.1 Any member may resign in writing, which shall be effective upon its receipt by the Corporation.

6.5.2 A member who resigns shall remain liable for payment of any assessment or other sum levied or which become payable by them to the Corporation prior to their resignation.

6.6 ASSOCIATION DUES AND FEES

6.6.1 The Association dues for all classes of membership shall be set by the Annual meeting.

6.6.2 Any change in the Association dues shall be approved by the Directors.

6.6.3 Association dues shall be payable in full on or before June 1st, for the ensuing year. If not paid within sixty days following the due date, a member in default shall automatically cease to be a member. Any such person shall, upon payment of all unpaid dues and provided that there are no other outstanding criteria for membership, be reinstated by the Registrar.

6.6.4 The Board of Directors may from time to time pass a resolution to set the administrative fees which may be levied on members in the following circumstances;

- (a) Association dues received more than sixty (60) days following the due date;
- (b) Reinstatement of persons whose memberships have lapsed for more than one year;

(c) Non-sufficient funds (NSF) cheques.

The Directors will notify the members of the amount of such fees through the Association's publication or otherwise in writing.

6.6.5 There shall be no refund of Association dues or administrative fees.

6.6.6 Any member taking a leave of absence from their place of employment, of greater than 6 months but less than 1 year, is entitled to apply for a reduction in annual dues for 1 membership year. If said member has already paid full dues for the current year, and subsequently applies for medical or disability leave, any applicable discount will be reflected in the subsequent year. All applications for a leave of absence must be made in writing to the Registrar and must be accompanied by supporting documentation. Recognized leaves are as follows:

6.6.6.1 Parental Leave

To qualify for a reduction in membership dues, members must not be working for at least 6 consecutive months due to their role as: expectant mother; birth parent; adopting parent; or a member who is legally married to or otherwise in a relationship of some permanence with a parent of a child and who plans on treating the child as their own. A reduced fee may be granted for a maximum of one membership year per leave. The member must specify their intended dates of the employment absence during application.

6.6.6.2 Disability/Medical Leave

The member must not be working for at least six (6) consecutive months due to one of the following medical health reasons.

- Illness or disability six (6) months or more with letter from doctor.
- Death of a spouse, child, or dependent with letter from doctor.
- Seriously ill spouse, child, or dependent with letter from doctor.

6.6.7 Honourary Memberships

The Directors may, at their discretion and by resolution of the Board, award honorary membership to an RVT Member or Retired Member who has distinguished themselves in furthering the objectives of the Corporation or in advancing the study or profession of veterinary technology.

- The recipient of an honorary membership is exempt from the payment of Association dues for the period of one year.
- The recipient of an honorary life membership is exempt from the payment of Association dues for life.

ARTICLE 7 ANNUAL AND GENERAL MEETINGS OF MEMBERS

7.1 LOCATION

Every Annual or General meeting of the membership shall be held at the head office of the Corporation or elsewhere in Ontario as the Directors may determine.

7.2 PARLIAMENTARY AUTHORITY

The current edition of Robert's Rules of Order will be used as parliamentary authority.

7.3 ANNUAL MEETINGS

An annual meeting shall be held every 12 months, and within six months of the end of the fiscal year.

7.3.1 At every Annual meeting, in addition to any other business that may be transacted, the report of the Directors, the financial statements, the report of the auditors, and the names of the Directors elected by advance poll shall be presented. Auditors for the ensuing year shall be appointed and remuneration fixed.

7.3.2 The members may consider and transact any business either special or general without any notice thereof at any Annual meeting.

7.4 GENERAL MEETINGS

7.4.1 A General Meeting of the membership may be called by the Directors to address any issue.

7.4.2 The Directors shall call a General Meeting of the membership if at least ten percent of the membership request that a General Meeting be called. Those members requesting a General Meeting shall state in a requisition signed by them the general nature of the issues to be addressed at the meeting. The requisition shall be deposited at the Head Office of the Corporation.

7.4.3 Notice of the time and place of every such meeting shall be given to each member in accordance with article 11 of this by-law. Such notice shall include the general nature of the issues to be addressed at the meeting.

7.5 ERROR OR OMISSION IN NOTICE

No error or omission in giving notice of any Annual or General meeting or any adjourned meeting, of the membership shall invalidate such meeting or make void any proceedings taken thereat and any member may at any time waive notice of any such meeting or may ratify, approve and confirm any or all proceedings taken or had thereat.

7.6 ADJOURNMENTS

Any meetings of the Corporation or of the Directors may be adjourned to any time and from time to time and such business may be transacted at such adjourned meeting as was included on the agenda at the original meeting from which such adjournment took place. No notice shall be required of any such adjournment. Such adjournment may be made even though no quorum is present.

7.7 QUORUM OF MEMBERS

A quorum at any meeting of the members is the lesser of five percent of the voting members or seventy-five voting members, at least three-quarters of whom must be present in person.

7.8 VOTING

Each voting member shall at all meetings of membership be entitled to one vote and they may vote by proxy.

- 7.8.1** A voting member may appoint, by proxy, another voting member to attend at a meeting and vote on their behalf.
- 7.8.2** A proxy notice must be in writing and include the date and the name of the voting member appointed to attend the meeting for the voting member. The proxy may revoke former proxies, restrict the use of the proxy or state how the person is to vote on their behalf.
- 7.8.3** A proxy can be revoked in writing by depositing the revocation at the Corporation's head office any time until the last business day before the meeting or with the Chairman of the meeting on the day of the meeting. A proxy that is not revoked beforehand expires one year from its date.
- 7.8.4** The Directors may by resolution, fix a time when proxies to be used at a meeting must be delivered to the Corporation or an agent of the Corporation. The time cannot be more than forty-eight hours before the meeting, excluding Saturdays and holidays. If a period of time is fixed, it must be stated in the notice of the meeting.
- 7.8.5** At all meetings of the membership every question shall be decided by a majority of the votes unless otherwise required by the by-laws of the Corporation, or by law.
- 7.8.6** Every question shall be decided in the first instance by a show of hands unless a poll be demanded by any voting member. Upon a show of hands, every voting member shall have one vote plus the votes that they have been delegated by proxy. Unless a poll be demanded, a declaration by the chairman that a resolution has been carried or not carried be admissible in evidence as prima facie proof of the fact without proof of the number or proportion of the votes recorded in favour of or against such resolution.
- 7.8.7** The demand for a poll may be withdrawn, but if a poll be demanded and not withdrawn the question shall be decided by a majority of votes given by the voting members present in person or by proxy, and such poll shall be taken in such manner as the chairman shall direct and the result of such poll shall be deemed the decision of the Corporation in General meeting upon the matter in question.
- 7.8.8** In case of an equality of votes at any General meeting, whether upon a show of hands or at a poll, the Chair shall be entitled to a casting vote.

ARTICLE 8 FINANCIAL YEAR

Unless otherwise ordered by the Directors, the fiscal year of the Corporation shall terminate on the 31st day of October each year.

ARTICLE 9 CHEQUES, ETC.

- 9.1** All cheques, bills of exchange or other orders for the payment of money, notes or other evidence of indebtedness issued in the name of the Corporation, shall be signed by such officer or officers, agent or agents of the Corporation and in such manner as shall from time to time be determined by resolution of the Directors and any two of such officers or agents may alone endorse notes and drafts for collection on account of the Corporation through its bankers, and endorse notes and cheques for deposit with the Corporation's bankers for the credit of the Corporation, or the same may be endorse "for collection" or "for deposit" with the bankers of the Corporation by using the Corporation's rubber stamp for the purpose.

- 9.1.1** Any one of such officers or agents so appointed may arrange, settle, balance and certify all books and accounts between the Corporation and the Corporation's bankers and may receive all paid cheques and vouchers and sign all the bank's forms and settlement of balance and release or verification slips.

ARTICLE 10 DEPOSIT OF SECURITIES FOR SAFEKEEPING

- 10.1** The securities of the Corporation shall be deposited for safekeeping with one or more banks, trust companies or other financial institutions to be selected by the Directors.
- 10.1.1** Any and all securities so deposited may be withdrawn from time to time, only upon the written order of agents of the Corporation signed by such officer or officers, agent or agents of the Corporation, and in such manner, as shall from time to time be determined by resolution of the Directors and such authority may be general or confined to specified instances.
- 10.1.2** The institutions which may be so selected as custodians of the Directors shall be fully protected in acting in accordance with the directions of the Directors and shall in so event be liable for the due application of the securities so withdrawn from deposit or proceeds thereof.

ARTICLE 11 NOTICE

- 11.1** Wherever under the provisions of the by-laws of the Corporation, notice is required to be given, such notice may be given either personally or by post, courier or electronic mail that is addressed to the Director, Officer or Member.
- 11.2** The notice shall be received ten or more days prior to the meeting.
- 11.3** For the purpose of sending any notice, the address of any Member, Director or Officer shall be their last address as recorded on the books of the Corporation.
- 11.4** The notice shall include the date, time and place of the meeting and the general nature of the issues to be dealt with.

ARTICLE 12 BORROWING

- 12.1** The Directors may from time to time:
- (a) Borrow money on the credit of the Corporation; or
 - (b) Issue, sell or pledge securities of the Corporation; or
 - (c) Charge, mortgage, hypothecate or pledge all or any of the real or personal property of the Corporation, including book debts, rights, powers, franchises and undertakings, to secure any securities or any money borrowed, or other debt, or any other obligations or liability of the Corporation.
- 12.2** From time to time the Directors may authorize any director, officer or employee of the Corporation or any other person to make arrangement with reference to the monies borrowed or to be borrowed as aforesaid and as to the terms and conditions of the loan thereof, and as to be securities to be give thereof, with power to vary or modify such arrangements, terms and conditions and to give such additional securities for any monies borrowed or remaining due by the Corporation as the Directors may authorize and generally to manage, transact and settle the borrowing of money by the Corporation.

ARTICLE 13 BY-LAWS

- 13.1** A by-law and an amendment, repeal or re-enactment of a by-law must be:
- (i) Passed by a resolution of the Directors; and
 - (ii) Ratified by two-thirds of the votes cast at a General Meeting of the membership called for the purpose of considering the by-law; or
 - (iii) If not ratified in the meantime, then ratified by two-thirds of the votes cast at the next Annual Meeting of the membership.
- 13.2** A by-law and an amendment, repeal or re-enactment of a by-law is effective:
- (i) When passed and ratified as in article 13.1 above; and
 - (ii) Until the next Annual meeting of the membership if passed by the Directors but not ratified by the voting members at a General Meeting.
- 13.3** The voting members in the General Meeting or the Annual Meeting may ratify, reject, amend or otherwise deal with any by-law passed by the Directors and submitted to the membership. No acts done or rights acquired under a by-law are prejudicially affected by the rejection, amendment or other dealing with the by-law by the voting members.

ARTICLE 14 PROTECTION OF DIRECTORS, OFFICERS AND OTHERS

- 14.1** Every Director and Officer of the Corporation in exercising their powers and discharging their duties shall act honestly and in good faith with a view to the best interests of the Corporation and shall exercise the care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances. Every Director and Officer of the Corporation shall comply with the Act, the regulations, articles, and by-laws.
- 14.2** Limitation of Liability - Provided that the standard of care required of them has been satisfied, no Director or Officer shall be liable for the acts, receipts, neglects or defaults of any other Director or Officer or employee, or for joining in any receipt or other act for conformity, or for any loss, damage or expense happening to the Corporation through the insufficiency or deficiency of title to any property acquired for or on behalf of the Corporation, or for the insufficiency or deficiency of any security in or upon which any of the monies of the Corporation shall be invested, or for any loss or damage arising from the bankruptcy, insolvency or tortious acts of any person with whom any of the monies, securities or effects of the Corporation shall be deposited, or for any loss occasioned by any error of judgment or oversight on their part, or for any other loss, damage or misfortune which shall happen in the execution of the duties of their office or in relation thereto, unless the same are occasioned by their own willful neglect or default.
- 14.3** Indemnity of Directors and Officers - Subject to the Corporations Act, the Corporation shall indemnify a Director or Officer of the Corporation, a former Director or Officer of the Corporation or a person who acts or acted at the Corporation's request as a Director or Officer of a body corporate of which the Corporation is or was a shareholder or creditor, and their heirs and legal representatives, against all costs, charges and expenses, including an amount paid to settle an action or satisfy a judgment, reasonably incurred by them in respect of any civil, criminal or administrative action or proceeding to which they are made a party by reason of being or having been a director or officer of such corporation or body corporate if,
- (a) They acted honestly and in good faith with a view to the best interests of the Corporation; and
 - (b) In the case of a criminal or administrative action or proceeding that is enforced by a monetary penalty, they had reasonable grounds for believing that their conduct

was lawful. The Corporation shall indemnify such person in all such other matters, actions, proceedings and circumstances as may be permitted by the OAVT Act or the law.

- 14.4 Insurance:** Subject to the Corporations Act, the Corporation may purchase and maintain such insurance for the benefit of any person entitled to be indemnified by the Corporation pursuant to the immediately preceding article as the Board may from time to time determine.

By-Law #2:

A by-law relating to the powers of the Association to promote, maintain and regulate the professional standards of veterinary technicians and veterinary technologists.

ARTICLE 1 REGISTRATION

A person must meet and maintain the following qualifications and conditions to use the designation “Registered Veterinary Technician” or “Registered Veterinary Technologist” or the initials “RVT”

1.1 Admission Standards

Every person must:

- (a) Be a member in good standing of the Corporation; and
- (b) Produce evidence, in a form prescribed by the Registrar, that they have not been convicted of a criminal offence; and
- (c) Successfully complete an information session prescribed by the Directors, on professional ethics and the Ontario regulatory environment; and
- (d) Meet the additional qualifications set out below.

1.1.1 Graduates from Ontario Programs

Every person who graduates from a post-secondary institution in the province of Ontario must:

- (a) Graduate from a program of study that has been accredited by the Directors; and
- (b) Successfully complete the entrance examination prescribed by the Directors.

1.1.2 Applicants from other Canadian provinces and territories

Every person who is a Registered Veterinary Technician in good standing of a provincial or territorial association with whom the Corporation has signed a letter of undertaking must provide evidence, in a form prescribed by the Registrar, that they are not currently under discipline from another association.

1.1.3 Applicants from other jurisdictions

Every person from another jurisdiction must:

- (a) Demonstrate, in a form prescribed by the Registrar, written and oral proficiency in one of Canada’s official languages. This requirement may be waived if, in the opinion of the Registrar, the person has studied or worked in a country where the use of one of those languages is required;
- (b) Demonstrate, in a form prescribed by the Registrar, that they have graduated from a program of study in veterinary technology that is equivalent to a program in Ontario that has been accredited by the Directors; and
- (c) Successfully complete the entrance examination prescribed by the Directors.

1.1.4 Costs

All costs relating to an application for admission to the RVT designation shall be borne by the applicant.

1.2 Admission Process

A person who meets the qualifications and conditions stated in the by-laws may be granted the RVT designation by resolution of the Directors, upon receipt by the Registrar of:

- (a) An application in the form prescribed by the Registrar;
- (b) Evidence that they have fulfilled the conditions and qualifications as set out in the by-laws.

1.3 Maintaining RVT Status

To maintain the rights and privileges of a Registered Veterinary Technician, a person must:

- (a) Remain a Member in good standing of the corporation;
- (b) Complete the continuing education requirements as set out in the by-laws; and
- (c) Pay the dues and fees associated with the RVT credential
- (d) A person who qualifies and registers for Retired Member status as outlined in Policy 5.1 shall be exempt from continuing education requirements

1.4 Loss of RVT Status

1.4.1 A person ceases to be a Registered Veterinary Technician if:

- (a) They submit(s) a letter of resignation to the Registrar;
- (b) Their status is revoked for professional misconduct, disciplinary purposes, incompetence or incapacity in Ontario or another jurisdiction in relation to veterinary or animal health care and such revocation has not been successfully appealed to the Divisional Court.

1.4.2 A person's Registered Member status shall be suspended if:

- (a) They are more than 60 days late from the renewal date in paying the dues and fees associated with the RVT credential; or
- (b) They are more than 60 days late from the continuing education credits (CE) submission due date in providing proof of completion of required CE; or
- (c) They fail(s) to meet the minimum requirements of continuing education credits

1.4.3 If a Registered Member's status is suspended for failure to pay a prescribed due and fee or failure to submit proof of continuing education credits, the Registrar may, within one year of the date of the suspension, lift the suspension on receipt of,

- (a) The due and fee the member failed to pay and / or proof of remediation CE; and
- (b) The penalty for late submission

1.4.4 If the Registrar does not lift the suspension under subsection 1.4.2, the credential is revoked one year after the day of the suspension.

1.5 Reinstatement of RVT Status

The following steps must be completed within 12 months of the application submission.

An applicant for reinstatement ("Applicant") must:

- (a) Be a member in good standing of the Corporation;
- (b) Produce evidence, in a form prescribed by the Registrar, that they have not been convicted of a criminal offence;
- (c) Not be the subject of an outstanding complaint that has not been resolved or dealt with by the Corporation;
- (d) Successfully complete an information session prescribed by the Directors, on professional ethics and the Ontario regulatory environment; and
- (e) Successfully complete any required entrance examination(s) as prescribed by the Directors.

1.5.1 Costs

All costs relating to application for reinstatement of the RVT credential shall be borne by the Applicant and shall be paid prior to reinstatement of their RVT Member status.

1.5.2 This process does not apply to those members whose status has been revoked as a result of By-Law #2, Article 1.4.1 (b), or were, at the time they ceased being a member, the subject of an outstanding OAVT investigation of the Complaints, Discipline, or Fitness to Practice Committees' decision.

1.6 Appeal

1.6.1 The Directors shall appoint a Registration Appeals Committee consisting of one Director, two RVT or Retired Members of the Corporation in good standing who are not Directors, and two persons who are not members of the Corporation, and shall name one of the appointees as Chair of the committee.

1.6.1.1 Three members of the Committee shall constitute a quorum.

1.6.2 The Registration Appeals Committee shall have the power to hear appeals from applicants who have been denied or whose credential has been revoked after April 1, 2009, and to make such determination and prescribe such remedies as it deems appropriate.

1.6.2.1 The Registration Appeals Committee shall have the power to consider applications concerning CE exemptions as received from the RVT Member.

1.6.2.2 Members whose credential has been revoked shall have the right to appeal to the Divisional Court.

1.6.3 Appeals shall be made in writing, stating the grounds for the appeal, in a form prescribed by the Registrar.

1.6.4 The Registration Appeals Committee shall render its decision in writing to the appellant and the Registrar within sixty days of the receipt of the appeal.

ARTICLE 2 PROFESSIONAL STANDARDS

2.1 Professional Misconduct

The following are acts of professional misconduct for the purposes of these by-laws:

2.1.1 Practice of the Profession

2.1.1.1 Contravening a term, condition or limitation imposed on the RVT Members status.

- 2.1.1.2** Failing to meet the standards of the profession.
- 2.1.1.3** Performing a procedure which the RVT Member knows or ought reasonably to know that they are not qualified to perform by education, training or experience.
- 2.1.1.4** Practicing veterinary medicine in contravention of the Veterinarian's Act.
- 2.1.1.5** Failing to properly carry out a veterinarian's order, except when:
 - (a) The order involves a procedure which the RVT Member knows or ought reasonably to know that they are not qualified to perform by education, training or experience; or
 - (b) Carrying out the order would place the RVT Member, another person or a patient at serious risk of harm.
- 2.1.1.6** Doing anything to a patient in the course of practicing the profession in a situation in which consent is required by law, without such a consent.
- 2.1.1.7** Abusing a client physically or verbally.
- 2.1.1.8** Causing or allowing the physical abuse of a patient, or failing to provide humane medical care for a patient.
- 2.1.1.9** Using information obtained during a professional relationship with a client or using their professional position of authority to coerce, improperly influence, harass or exploit a client or former client.
- 2.1.1.10** Practicing the profession,
 - (a) While under the influence of any substance; or
 - (b) While suffering from illness or dysfunction, which the RVT Member knows or ought reasonably to know impairs their ability to practice.
- 2.1.1.11** Discontinuing professional services that are needed unless,
 - (a) The client requests the discontinuation;
 - (b) The client withdraws from the service;
 - (c) Reasonable efforts are made to arrange alternative or replacement services;
 - (d) The client is given a reasonable opportunity to arrange alternative or replacement services;
 - or
 - (e) Continuing to provide the services would place the RVT Member at serious risk of harm.
- 2.1.1.12** Recommending a product or service that the RVT Member knows or ought reasonably to know is not likely to benefit the patient.
- 2.1.1.13** Putting the RVT Member's interest, other than their personal health or safety, ahead of the patient's or client's in the course of performing the RVT Member's professional duties.
- 2.1.1.14** Giving information about a patient to a person other than the client or their authorized representative except,
 - (a) With the consent of the client or their authorized representative;
 - (b) As required or allowed by law; or
 - (c) In a review, investigation or proceeding under these by-laws in which the professional conduct, competency or capacity of the RVT Member is in issue and only to the extent reasonably required by the RVT Member or the Corporation for the purposes of the review, investigation or proceeding.

- 2.1.1.15 Failing to provide a truthful and appropriate explanation of the nature of a professional service following a client's request for an explanation.
- 2.1.1.16 Failing, without reasonable cause, to provide access to the client their authorized representative to the patient's record or such part or parts of the patient's record as is reasonable under the circumstances.

2.1.2 RVT Members and their Qualifications

- 2.1.2.1 Inappropriately using a term, title or designation.
- 2.1.2.2 Failing to advise the Registrar promptly of a change in the name used by the RVT Member in providing or offering to provide professional services.
- 2.1.2.3 Using a name other than the RVT Member's name as set out in the register in the course of practicing the profession except where the use of another name is necessary for personal safety, the RVT Member's employer and the Registrar have been made aware of the pseudonym and the pseudonym is distinctive.

2.1.3 Record Keeping and Reports

- 2.1.3.1 Falsifying a patient record.
- 2.1.3.2 Failing to keep records as required by the regulations and standards of veterinary medicine.
- 2.1.3.3 Making a record, or issuing or signing a certificate, report or other document in the course of practicing the profession that the RVT Member knows, or ought reasonably to know is false, misleading or otherwise improper.

2.1.4 Additional Matters

- 2.1.4.1 Impugning the character of another Member of the Corporation.
- 2.1.4.2 Contravening the OAVT Act or by-laws.
- 2.1.4.3 Contravening a federal, provincial or territorial law or a municipal by-law if,
 - (a) The purpose of the law or by-law is to protect animal or public health; or
 - (b) The contravention is relevant to the RVT Member's suitability to practice.
- 2.1.4.4 Failing to comply with an order of a panel of the Complaints Committee, Discipline Committee or Fitness to Practice Committee of the Corporation.
- 2.1.4.5 Failing to comply with a written undertaking given to the Corporation or to carry out an agreement entered into with the Corporation.
- 2.1.4.6 Failing to cooperate in a Corporation investigation.
- 2.1.4.7 Failing to take reasonable steps to ensure that the requested information is provided in a complete, accurate and timely manner where an RVT Member is required to provide information to the Corporation pursuant to the OAVT Act or these bylaws.
- 2.1.4.8 Engaging in conduct or performing an act relevant to the practice of the profession that, having regard to all circumstances, would reasonably be regarded by RVT Members as disgraceful, dishonourable or unprofessional, or would bring the Corporation or profession into disrepute.
- 2.1.4.9 Failing to participate in the Association's mandatory plan of professional errors and omissions insurance.

- 2.1.4.9.1** A person who qualifies and registers for Retired Member status as outlined in Policy 5.1 shall be exempt from participating in the professional errors and omissions insurance policy

2.2 Continuing Education

- 2.2.1** In each two-year CE collection period the RVT Member shall accumulate a minimum of twenty Continuing Education Credits.
- 2.2.1.1** Up to ten credits in excess of the minimum requirement may be transferred and credited to the following two-year period.
- 2.2.2** For an RVT whose credential was achieved prior to January 1, 2012, their two year CE collection period begins January 1 of the year following the date of receiving their RVT credential.
- 2.2.2.1** For an RVT whose credential was achieved after January 1, 2012, their CE collection period begins on the first day of the month that immediately follows the date they received their RVT credential, and continues to two years to the final day of the month they received their RVT credential. Example: Credential is achieved on June 8, 2012. CE credits start to accumulate on July 1, 2012 until June 30, 2014.
- 2.2.3** The definition of continuing education credits shall be fixed by the Directors.
- 2.2.4** It is the responsibility of the RVT Member to record CE credits in their OAVT online activity logs, no later than 60 days following the end of each two-year period, and be prepared to provide proof of completion of such credits to the Registrar upon request.
- 2.2.5** Exemption from CE requirements
Applications for CE exemption for the collection period (to a maximum of 10 credits) can be made in writing to the OAVT Registration Appeals Committee and must be accompanied by supporting documentation. Deadline for application for exemption is 45 days prior to the end of an RVT Member's collection period.
- Medical Health reasons;
 - Illness or disability six (6) months or more with letter from doctor;
 - Death of a spouse, child, or dependent with death certificate or letter from doctor;
 - Seriously ill spouse, child, or dependent with letter from doctor
 - Out of the country for more than six (6) months but less than one (1) year.

2.3 Schedule of Essential Competencies

The following list describes the competencies which a Registered Veterinary Technician is expected to acquire and maintain in order to be deemed competent and capable of the practice of the profession. These competencies also form the basis on which a veterinarian appropriately decides whether to delegate a task to an RVT Member and supervises an RVT Member in its performance.

- (a) **ANATOMY AND PHYSIOLOGY** – describe the anatomy, understand the physiology and understand the effects of common diseases upon cells, tissues, and the following body systems in ruminant and non-ruminant animals: skeletal, muscular, nervous, cardiovascular, central vascular, digestive, lymphatic, respiratory, excretory, reproductive, endocrine, integumentary and senses.

- (b) **ANESTHESIA AND ANALGESIA** – understand the indications, advantages, disadvantages, effects on the body and the associated adverse side effects of the commonly used pre-anesthetics and IV, IM, inhalation and anesthetic agents. Describe the stages and planes of general anesthesia and the parameters used for monitoring during anesthesia. Be familiar with the parts of gas anesthetic machine and how to use it, including precision vaporizers, and the advantages and disadvantages of re-breathing and non re-breathing systems. Understand the important concepts of analgesics, muscle relaxants, assisted and controlled ventilation, fluid therapy and monitoring acid-base balance and proper oxygenation. Recognize anesthetic emergencies and be familiar with resuscitation procedures as needed and with pain management protocols.
- Calculate and safely administer analgesics and anesthetics
 - Induce and maintain general anesthesia
 - Monitor anesthetized animals safely and accurately using clinical signs and current monitoring equipment
- (c) **ANIMAL BEHAVIOUR AND WELFARE** – know the chronological order of behavioural development and social behaviour. Recognize normal and abnormal behavior patterns. Understand methods of preventing, eliminating or modifying behaviour problems. Identify common behaviour problems. Understand the physical and psychological requirements of animals, discuss animal welfare vs. rights, and various codes of conduct.
- (d) **BREEDING, REPRODUCTION, AND NEONATAL CARE** – define the basic reproductive characteristics and neonatal requirements in the bovine, canine, caprine, equine, feline, ovine and porcine. This includes puberty onset, estrus cycles, semen evaluation, gestation/parturition, pregnancy diagnosis and neonatal care.
- (e) **CLINICAL CHEMISTRY** – understand and perform common laboratory tests and the significance of abnormal results of tests used to evaluate kidney, pancreatic, liver function, electrolytes and minerals in small and large animals. Be familiar with coagulation and serological tests.
- (f) **EMERGENCY AND FIRST AID** – describe triage, how to monitor respiratory, cardiovascular, renal and neurological status of the emergency patient. Have knowledge of the clinical signs, treatment and monitoring of the patient with respiratory, cardiovascular, central nervous system, renal, reproductive system and ingestion of toxic substance emergencies. Perform CPR.
- (g) **ETHICS AND JURISPRUDENCE** – apply the legal and ethical aspects of the veterinary profession and how it relates to veterinary technicians/technologists to provide high quality patient care. Understand the role of the veterinary technician in veterinary medicine. (Provincial Veterinary Medical Legislation Practice Act and OAVT By-Laws).
- (h) **EXOTIC ANIMAL MEDICINE** – understand the anatomical and physiological differences of avians and reptiles as compared to mammals. Understand and apply optimum housing and husbandry, basic animal care procedures, behaviour, restraint and handling, emergency and critical care, anesthesia and surgical techniques and

nutritional requirements. Describe non-infectious, infectious diseases and parasites of various exotic species.

Knowledge and exposure to the following:

- Physical examination and collection of objective data
 - Oral dosing and parenteral injections –subcutaneous, intramuscular, intravenous and intraperitoneal
 - Collection and analysis of blood samples
 - Anesthetic and recovery procedures
- (i) GENETICS – know the definitions and principles of genes and their crosses, inheritance, chromosomal abnormalities, types and lethal genes, genetic engineering, embryo transfer, common current technologies and artificial insemination.
- (j) IMMUNOLOGY – describe how the immune system defends the body against infection including innate and adaptive immunity, and how the body responds to a viral invasion. List and describe antibody classes and their roles in the immune response, types of adaptive responses, and hypersensitivities, cell-mediated and humoral immunodeficiencies. Describe the types of production and use of vaccines.
- (k) LABORATORY ANIMAL MEDICINE – understand and apply the practical and theoretical aspects of the characteristics; handling and breeding, signs of illness, pain and distress, health and housing conditions; research uses and regulations; injectable drug protocols, sites and volumes for injections and samples of: mice, rats hamsters, gerbils, rabbits and guinea pigs. Knowledge and exposure to the following:
- Restraint and determination of sex
 - Administration of medication, oral dosing, and collection of blood samples
 - Anesthetic and recovery procedures
 - Oral health of laboratory animals
- (l) LARGE ANIMAL NURSING – understand the practical and theoretical aspects of physical examination and normal values, common diseases and illness and the technician's role. Pre and post-operative care, techniques and routes of drug administration and animal husbandry.
- Perform venipuncture – coccygeal (cow), jugular (ruminant and equine)
 - Give oral medication – balling gun, dose syringe; have knowledge of oral speculum and stomach tube
 - Equine leg and tail wraps
 - Give IM and SC injections
- (m) LARGE ANIMAL NUTRITION – understand the importance of nutrients in feeding large animals, the basic requirements in various life stages and the effects that environment has on nutritional requirements.
- (n) MEDICAL TERMINOLOGY – understand pertinent medical terms and abbreviations for all curriculum subjects and have an understanding of their etymological origins.
- (o) MICROBIOLOGY AND MYCOLOGY – understand the practical and theoretical aspects of microscopic organisms including: equipment needed, various bacterial and fungal media. Collect specimens, identify gram-positive and gram-negative bacteria,

identify dermatophytes and perform various diagnostic tests to identify specific bacteria and fungi.

- (p) PARASITOLOGY – list the parasites scientific and common names, life cycles, clinical signs, laboratory techniques for identification of parasites, and treatment and control of parasite infestations.

Perform laboratory techniques and identify common internal, external and blood parasites.

- Perform fecal flotation, sedimentation, centrifugation and direct smear
- Identify heartworm using antigen kit, direct, filter or Knotts test

- (q) PERSONAL AND PROFESSIONAL MANAGEMENT SKILLS – describe techniques that involve: orientation to veterinary technology, increased interpersonal skills and client communication and education; veterinary office management, economics and business practices; elementary computer skills; personal and career management techniques; marketing strategies; value of professional organizations; life-long learning concepts; and technician utilization and concepts of team health care provision and dynamics.

- (r) PHARMACEUTICAL MATH – perform conversion of numbers to different metric units. Calculate dosages, dilutions, concentrations of solutions and drip rates.

- (s) PHARMACOLOGY – understand pharmacological terminology, pharmacokinetics, and the basic classifications and general characteristics of drugs. Knowledge of safe and effective administration to patients by understanding withdrawal times and problems with incorrect administration. Be compliant with and aware of regulatory guidelines and legal requirements with regard to handling, storage and record keeping of narcotic drugs. Have a basic understanding of common drugs used, their major effects and contraindications.

- Read and fill prescriptions and dispense and explain prescribed drugs
- Perform inventory control
- Reconstitute vaccines and prepare medications

- (t) RADIOGRAPHY AND ULTRASOUND – understand the principles involved with x-rays and their production. Areas of study include practical and theoretical study and application: of the x-ray machine, radiation safety, radiographic positioning and restraint, radiographic quality, radiographic logs, technique charts, and contrast media and studies. Understand the basic physics of ultrasound, the ultrasound machine, the concepts of the final image and artifacts.

- Safely and effectively produce diagnostic radiographs of various positions and animals

- (u) RESTRAINT AND ANIMAL HANDLING – understand common behavioural characteristics and the danger potential of each species so that the most successful method of restraint is used and the safety of both animal and handler are kept in mind.

- Handle and restrain small and large animals in various positions for examination and treatment
- Show proper use of equipment such as: Elizabethan collar, cat bag, muzzle, restraint pole, halter and twitch, chute or stocks

- (v) **SANITATION, STERILIZATION AND DISINFECTION** – understand the principles and different methods of sanitation, sterilization and disinfection; and how and where to use the different methods;
- Clean and disinfect cages and kennels, and establish and maintain appropriate sanitation and nosocomial protocols
 - Operate and maintain autoclave
- (w) **SMALL ANIMAL NURSING** – understand and apply the practical and theoretical aspects of physical examination and normal values, fluid therapy routes and drug administration, blood collection and transfusion, ECG, anal sac expression, enemas, bandaging, husbandry and basic grooming, species and breed identification, permanent identification, sex determination, common diseases and illnesses, preventative medicine, wound therapy, physical therapy, euthanasia and necropsy techniques.
- Perform parenteral injections – venipuncture (cephalic, jugular, saphenous), subcutaneous, intramuscular, intradermal and intraperitoneal
 - Place IV catheter – cephalic, saphenous and jugular veins
 - Give oral medication – pilling and dosing, gastric lavage, nasogastric intubation
 - Collect urine – urinary catheterization and cystocentesis
 - Apply bandages and splints
 - Complete nail trims, enemas, express anal sacs; collect skin scrapings; clean and medicate ears; assist in ocular diagnostic tests and apply eye medication
 - Follow critical care and emergency protocols
 - Assist in necropsy and collect specimens
- (x) **SMALL ANIMAL NUTRITION** – explain the six basic nutrients and their role in supporting life. Understand and calculate a companion animal's maintenance energy requirements based on its particular life stage, why different nutrient levels change with each life stage and what effects excesses or deficiencies may have. Assist in the management of prevention of obesity, critically ill patients, FLUTD and other nutritionally related conditions. Be familiar with substances that can cause toxicity. Understand the components of a pet food label and help pet owners make an educated decision on which food to feed.
- (y) **SURGICAL NURSING**- assist in full patient management during common surgical procedures. Perform as surgical assistant or circulating technician. Apply correct surgical scrubbing, positioning and operating room conduct. Provide postoperative care and post-surgical clean-up.
- (z) **SURGICAL PREPARATION AND INSTRUMENT CARE** – recognize common and specialized surgical instruments, needles, suture material, and their intended use of common surgical procedures in small and large animals. Perform proper instrument care and pack preparation for sterilization. Use aseptic technique for surgical preparation of patient and surgical site.
- (aa) **URINALYSIS, HAEMATOLOGY AND CYTOLOGY** – understand and perform the practical and theoretical aspects of collection and analysis of urine and blood, as well as collection, staining and interpretation of cytology samples. Determine proper maintenance and quality control of laboratory instruments and equipment.

- Perform CBC including hemoglobin, total protein, PCV, red and white blood cell counts
 - Perform microscopic exam of blood film to determine cellular morphology, estimates and hematologic indices
 - Perform urinalysis (sediment, physical, and test chemical properties)
 - Collect, prepare and evaluate ear cytology; perform fine needle tissue aspirates impression smears and bone marrow evaluation
 - Collect, prepare and evaluate vaginal smear
 - Perform semen evaluation
 - Collect milk samples and perform mastitis testing
- (bb) VETERINARY DENTISTRY – recognize normal and abnormal dental structures, conditions and lesions, causes and stages of gingivitis and periodontitis. Understand the principles of dental radiography.
- Perform complete oral health care assessment and treatment (COHAT), including dental charting.
 - Maintain and use ultrasonic scaler and polisher
 - Maintenance and use of dental hand instruments
 - Develop a home care program including client education.
 - Assist with dental extractions.
- (cc) VIROLOGY – know the composition of a virus, the process of replication, classification, and identification of common viruses. Describe sample collection techniques of specimens and submission of samples. Perform various diagnostic testing procedures and common techniques for the prevention of contracting a virus.
- (dd) ZOONOSSES and SAFETY – define bacterial, viral, parasitic, and mycotic zoonotic diseases and their etiology, symptoms (human and animal), transmission, diagnosis, treatment, prevention and control. Be familiar with occupational safety, including WHMIS 2015 training and appropriate disposal protocols for hazardous materials. Ensure patient & personnel safety in all areas of the facility.

ARTICLE 3 COMPLAINTS

3.1 Complaints Committee

The Directors shall appoint a Complaints Committee consisting of one Director, two voting members in good standing who are not Directors, and two persons who are not members of the corporation, and shall name one of the appointees as chair of the Committee.

3.1.1 Three members of the Committee shall constitute a quorum.

3.2 Committee Powers

The Complaints Committee shall consider and investigate written complaints regarding the conduct or actions of Members.

3.2.1 Despite article 3.2, the Complaints Committee shall refuse to consider and investigate a written complaint if, in its opinion,

- (a) The complaint does not relate to professional misconduct, incompetence or incapacity on the part of a member; or
- (b) The complaint is frivolous, vexatious or an abuse of process.
- 3.2.2** No action shall be taken by the Complaints Committee under article 3.2.4 unless,
 - (a) A complaint in a form prescribed by the Registrar has been filed with the Registrar;
 - (b) The member whose conduct or actions are being investigated has been notified of the complaint and given at least 30 days in which to submit in writing to the Committee any explanations or representations the member may wish to make concerning the matter; and
 - (c) The Committee has examined all the information and documents that the Corporation has that are relevant to the complaint.
- 3.2.3** Notice of a complaint under clause 3.2.2 (b) shall include reasonable information about any allegations contained in the complaint.
- 3.2.4** The Complaints Committee in accordance with the information it receives shall,
 - (a) Direct that the matter be referred, in whole or in part, to the Discipline Committee or the Fitness to Practise Committee;
 - (b) Direct that the matter not be referred under clause (a);
 - (c) Require the person complained against to appear before the Complaints Committee to be cautioned;
 - (d) Refer the matter for alternative dispute resolution if the Committee considers it appropriate to do so and the complainant and the member agree; or
 - (e) Take any action it considers appropriate in the circumstances and that is not inconsistent with the OAVT Act or these bylaws.
- 3.2.5** The Complaints Committee shall give its decision in writing to the Registrar and, except in the case of a decision made under clause 3.2.4 (a), its reasons for the decision.
- 3.2.6** Except as provided by this article, the Complaints Committee need not hold a hearing or afford to any person an opportunity for a hearing or an opportunity to make oral or written submissions before making a decision or giving a direction under this article.
- 3.2.7** The Complaints Committee shall use its best efforts to dispose of a complaint within 120 days of its being filed with the Registrar.

3.3 Notice of Decision

The Registrar shall provide the complainant and the person complained against with a copy of the written decision made by the Complaints Committee and its reasons for the decision, if any.

ARTICLE 4 DISCIPLINE

4.1 Discipline Committee

The Directors shall appoint a Discipline Committee consisting of one Director, two voting members in good standing who are not Directors, and two persons who are not members, and shall name one of the appointees as chair of the Committee.

- 4.1.1** Three members of the Committee shall constitute a quorum.

4.2 Committee Powers

The Discipline Committee shall,

- (a) Hear and determine matters directed or referred to it under articles 3, 7 and 8; and
- (b) Perform any other duties assigned to it by the Directors.

4.2.1 Professional Misconduct

The Discipline Committee may find a member guilty of professional misconduct if, after a hearing, the Committee believes that the member has engaged in conduct that,

- (a) Contravenes the OAVT Act or these by-laws;
- (b) Contravenes an order of the Discipline Committee, the Complaints Committee or the Registrar; or
- (c) Is defined as being professional misconduct in these by-laws.

4.2.2 Incompetence

The Discipline Committee may, after a hearing, find a member to be incompetent if, in its opinion, the member has displayed in their professional responsibilities a lack of knowledge, skill or judgment or disregard for the welfare of a person or animal of a nature or extent that demonstrates that the member is unfit to continue to carry out their professional responsibilities or that a certificate of registration held by the member under the OAVT Act should be made subject to terms, conditions or limitations.

4.2.3 If the Discipline Committee finds a member guilty of professional misconduct or to be incompetent, it shall make an order doing one or more of the following:

- (a) Directing the Registrar to revoke any certificate of registration held by the member under the OAVT Act.
- (b) Directing the Registrar to suspend any certificate of registration held by the member under the OAVT Act for a specified period, not exceeding 24 months.
- (c) Directing the Registrar to impose specified terms, conditions or limitations on any certificate of registration held by the member under the OAVT Act.
- (d) Directing that the imposition of a penalty be postponed for a specified period and not be imposed if specified terms are met within that period.

4.2.4 If the Discipline Committee finds a member guilty of professional misconduct, it may, in addition to exercising its powers under article 4.2.3, make an order doing one or more of the following:

- (a) Requiring that the member be reprimanded, admonished or counselled by the Committee or its delegate and, if considered warranted, directing that the fact of the reprimand, admonishment or counselling be recorded on the register for a specified or an unlimited period.
- (b) Imposing a fine in an amount that the Committee considers appropriate, to a maximum of \$5,000, to be paid by the member to the Corporation.
- (c) Directing that the finding and the order of the Committee be published, in detail or in summary, with or without the name of the member, in the official publication of the Corporation and in any other manner or medium that the Committee considers appropriate in the particular case.
- (d) Fixing costs to be paid by the member.

4.2.5 In making an order under paragraph (d) of article 4.2.3, the Committee may specify the terms that it considers appropriate, including but not limited to terms requiring the successful completion by the member of specified courses of study.

- 4.2.6** In making an order revoking or suspending a certificate of registration or imposing terms, conditions or limitations on a certificate of registration, the Committee may fix a period during which the member may not apply under article 8.

4.3 Published Decision

The Discipline Committee shall cause a determination by the Committee that an allegation of professional misconduct or incompetence was unfounded to be published in the official publication of the Corporation, on the request of the member against whom the allegation was made.

4.4 Costs

If the Discipline Committee believes that the commencement of the proceeding was unwarranted, the Committee may order that the Corporation reimburse the member of the Corporation for their costs or the portion of them fixed by the Discipline Committee.

ARTICLE 5 FITNESS TO PRACTISE

5.1 Fitness to Practise Committee

The Directors shall appoint a Fitness to Practise Committee consisting of one Director, two voting members of the Corporation in good standing who are not Directors, and two persons who are not members, and shall name one of the appointees as chair of the Committee.

- 5.1.1** Three members of the Committee shall constitute a quorum.

5.2 Committee Powers

The Fitness to Practise Committee shall,

- (a) Hear and determine matters directed or referred to it under articles 3, 7 or 8; and
- (b) Perform any other duties assigned to it by the Directors.

5.2.1 Incapacity

The Fitness to Practise Committee may, after a hearing, find a member of the Corporation to be incapacitated if, in its opinion, the member is suffering from a physical or mental condition or disorder such that,

- (a) The member is unfit to continue to carry out their professional responsibilities; or
- (b) A certificate of registration held by the member under the OAVT Act should be made subject to terms, conditions or limitations.

- 5.2.2** If the Fitness to Practise Committee finds a member to be incapacitated, it shall make an order doing one or more of the following:

- (a) Directing the Registrar to revoke the member's certificate of registration.
- (b) Directing the Registrar to suspend the member's certificate of registration for a specified period, not exceeding 24 months.
- (c) Directing the Registrar to impose specified terms, conditions or limitations on the member's certificate of registration.
- (d) Directing that the imposition of a penalty be postponed for a specified period and not be imposed if specified terms are met within that period.

5.2.3 In making an order under paragraph (d) of article 5.2.2, the Committee may specify the terms that it considers appropriate, including but not limited to terms requiring the production to the Committee of evidence satisfactory to it that any physical or mental condition or disorder in respect of which the penalty was imposed has been resolved.

5.2.4 In making an order revoking or suspending a certificate of registration or imposing terms, conditions or limitations on a certificate of registration, the Committee may fix a period during which the member may not apply under article 8.

5.3 Published Decision

The Fitness to Practise Committee shall cause a determination that an allegation of incapacity was unfounded, to be published in the official publication of the Corporation, on the request of the member against whom the allegation was made.

5.4 Costs

If the Fitness to Practise Committee believes that the commencement of the proceeding was unwarranted, the Committee may order that the Corporation reimburse the member for their costs or the portion of them fixed by the Committee.

ARTICLE 6 PROCEDURE ON HEARINGS

This article applies to hearings of the Discipline Committee under article 4 and to hearings of the Fitness to Practise Committee under article 5.

6.1 Parties

The Corporation and the member whose conduct or actions are being investigated are parties to the hearing.

6.1.1 A party to the hearing shall be given an opportunity to examine before the hearing any documents that will be given in evidence at the hearing.

6.2 Committee Members

Members of the Discipline Committee or Fitness to Practise Committee holding a hearing shall not have taken part before the hearing in any investigation of the subject-matter of the hearing, other than as a Director considering the referral of the matter to the Discipline Committee or Fitness to Practise Committee, and shall not communicate directly or indirectly about the subject-matter of the hearing with any person or with any party or representative of a party except on notice to and opportunity for all parties to participate.

6.3 Advisers

Despite article 6.2, the Discipline Committee or Fitness to Practise Committee may seek legal advice from an adviser independent from the parties and, in that case, the nature of the advice shall be made known to the parties so that they may make submissions as to the law.

6.4 Public Hearings

A hearing of the Discipline Committee shall, subject to articles 6.4.1 and 6.4.2, be open to the public.

6.4.1 The Discipline Committee may make an order that a hearing or any part of a hearing may be closed if the Committee is satisfied that,

- (a) Matters involving public security may be disclosed;
- (b) Financial or personal or other matters may be disclosed at the hearing of such a nature that the desirability of avoiding public disclosure of them in the interest of any person affected or in the public interest outweighs the desirability of adhering to the principle that hearings be open to the public;
- (c) A person involved in a civil or criminal proceeding may be prejudiced; or
- (d) The safety of a person may be jeopardized.

6.4.2 The Discipline Committee may also make an order that deliberations regarding an order to close a hearing, or part of a hearing, may also be closed.

6.5 Closed Hearings

A hearing of the Fitness to Practise Committee shall, subject to article 6.5.1, be closed to the public and to the membership.

6.5.1 A hearing of the Fitness to Practise Committee may be open to the public, including the membership, if the person who is alleged to be incapacitated requests it in a written notice received by the Registrar before the day the hearing commences, unless the Fitness to Practise Committee is satisfied that,

- (a) Matters involving public security may be disclosed;
- (b) Financial or personal or other matters may be disclosed at the hearing of such a nature that the desirability of avoiding public disclosure of them in the interest of any person affected or in the public interest outweighs the desirability of acceding to the request of the person who is alleged to be incapacitated;
- (c) A person involved in a civil or criminal proceeding may be prejudiced; or
- (d) The safety of a person may be jeopardized.

6.5.2 The Fitness to Practise Committee may also make an order that a hearing or any part of a hearing may be closed.

6.6 Evidence Recorded

The oral evidence taken before the Discipline Committee or Fitness to Practise Committee shall be recorded and, if requested by a party, copies of a transcript shall be provided to the party at the party's expense.

6.7 Right to Participate in Decision

No member of the Discipline Committee or Fitness to Practise Committee shall participate in a decision of the committee following a hearing unless they were present throughout the hearing and heard the evidence and argument of the parties.

6.8 Documentary Evidence

Documents and things put in evidence at a hearing shall, on the request of the party who produced them, be returned by the Discipline Committee or Fitness to Practise Committee within a reasonable time after the matter in issue has been finally determined.

6.9 Committee Decision

Subject to article 6.9.1, the committee shall give its decision in writing with reasons and serve it,

- (a) On the parties; and
- (b) If the matter was referred to the Discipline Committee as a result of a complaint under article 3.2, on the complainant.

6.9.1 If the hearing was closed, the Discipline Committee or Fitness to Practise Committee may, in its discretion, withhold reasons when it serves its decision on the complainant.

ARTICLE 7 REFERENCE BY DIRECTORS

7.1 Directed Hearings

7.1.1 The Directors may direct the Discipline Committee to hold a hearing and determine any allegation of professional misconduct or incompetence on the part of a member.

7.1.2 The Directors may direct the Fitness to Practise Committee to hold a hearing and determine any allegation of incapacity on the part of a member.

7.2 Interim Order

The Directors may make an interim order directing the Registrar to suspend the certificate of registration of a member or impose terms, conditions or limitations on a member's certificate of registration if,

- (a) An allegation respecting the member has been referred to the Discipline Committee or to the Fitness to Practise Committee; and
- (b) The Directors believe that the actions or conduct of the member in the course of their practice exposes or is likely to expose a person or animal to harm or injury.

7.2.1 No order shall be made under article 7.2 unless the member has been given,

- (a) Notice of the Directors' intention to make the order; and
- (b) At least 14 days to make written submissions to the Directors.

7.2.2 Clause 7.2.1 (b) does not apply if the Directors believe that the delay would be inappropriate in view of the risk of harm or injury to a person or persons.

7.2.3 Except as provided by this article, the Directors need not hold a hearing or afford any person an opportunity to make oral or written submissions before making a decision or giving a direction under this article.

7.3 Expeditious Process

If an order is made under article 7.2 in relation to a matter referred to the Discipline Committee or to the Fitness to Practise Committee,

- (a) The Corporation shall prosecute the matter expeditiously; and
- (b) The Committee shall give precedence to the matter.

7.4 Duration of Order

An order under article 7.2 continues in force until the matter is disposed of by the Discipline Committee or the Fitness to Practise Committee.

ARTICLE 8 REINSTATEMENT AND VARIATION

8.1 Application

- 8.1.1** A person who has had a certificate of registration revoked or suspended as a result of a proceeding before the Discipline Committee may apply in writing to the Registrar to have a new certificate issued or the suspension removed.
- 8.1.2** A person who has a certificate of registration that is subject to terms, conditions or limitations as a result of a proceeding before the Discipline Committee may apply in writing to the Registrar for the removal or modification of the terms, conditions or limitations.
- 8.1.3** An application under article 8.1.1 or 8.1.2 shall not be made before the expiry of the period fixed for the purpose by the Discipline Committee under article 4.2.6 or under paragraph (f) of article 8.3, as the case may be.
- 8.1.4** If the Discipline Committee did not fix a period under article 4.2.6 or under paragraph (f) of article 8.3, an application under article 8.1.1 or 8.1.2 shall not be made earlier than one year from the date of the order under article 5 or the date of the last order made under this article, as the case may be.

8.2 Referral

The Registrar shall refer an application under article 8.1.1 or 8.1.2 to the Discipline Committee.

8.3 Order

The Discipline Committee may, after a hearing, make an order doing one or more of the following:

- (a) Refusing the application.
- (b) Directing the Registrar to issue a certificate of registration to the applicant.
- (c) Directing the Registrar to remove the suspension of the applicant's certificate of registration.
- (d) Directing the Registrar to impose specified terms, conditions and limitations on the applicant's certificate of registration.
- (e) Directing the Registrar to remove any term, condition or limitation on the applicant's certificate of registration.
- (f) Fixing a period during which the applicant may not apply under this article.

8.4 Parties

The Corporation and the applicant are parties to the hearing under this article.

- 8.4.1** A party to the hearing shall be given an opportunity to examine before the hearing any documents that will be given in evidence at the hearing.

8.5 Closed Hearings

Hearings of the Discipline Committee under this article shall be closed to the public, including the membership.

8.6 Evidence Recorded

If requested by a party, the oral evidence taken before the Discipline Committee under this article shall be recorded and, if requested by a party, copies of a transcript shall be provided to the party at the party's expense.

8.7 Right to Participate in Decision

No member of the Discipline Committee shall participate in a decision of the Committee under this article unless they were present throughout the hearing and heard the evidence and the argument of the parties.

8.8 Documentary Evidence

Documents and things put in evidence at a hearing under this article shall, on the request of the party who produced them, be returned by the Discipline Committee within a reasonable time after the matter in issue has been finally determined.

8.9 Committee Decision

The Discipline Committee shall give its decision under this article in writing, with reasons, and shall serve each party with a copy of the decision.

8.10 Fitness to Practise

Articles 8.1 to 8.9 apply with necessary modifications to the Fitness to Practise Committee and, for the purpose,

- (a) A reference to the Discipline Committee shall be deemed to be a reference to the Fitness to Practise Committee; and
- (b) A reference to article 4.2.6 shall be deemed to be a reference to article 5.2.4.

8.11 Directors' Powers

The Directors may, without a hearing, with respect to a person who has had a certificate suspended or revoked for any reason under this Act, make an order doing one or more of the following:

- (a) Directing the Registrar to issue a certificate of registration to the person.
- (b) Directing the Registrar to remove the suspension of the person's certificate of registration.

ARTICLE 9 APPEAL TO COURT

9.1 Right to Appeal

A party to a proceeding before the Fitness to Practise Committee or Registration Appeals Committee may appeal to the Divisional Court, in accordance with the rules of court, from the decision or order of the committee.

9.2 Manner of Appeal

Such appeals will be conducted in the same manner as appeals from the decision or order of the Discipline Committee, as prescribed in Article 10 of the OAVT Act, 1993.

9.3 Appeal Does not Stay Order or Decision

An appeal from a decision or order of a committee mentioned in article 9.1 does not operate as a stay of that decision or order.

By-Law #3:

A by-law relating to the powers of the Association to prescribe the courses of study to be pursued by students and candidates in order to satisfy the academic requirements of RVT membership.

ARTICLE 1 ACCREDITATION OF EDUCATIONAL PROGRAMS

1.1 Accreditation Standard

The Directors shall from time to time publish the *OAVT Standards for Accreditation of Programs of Study in Veterinary Technology*.

1.2 College Accreditation Committee

The Directors shall appoint a College Accreditation Committee consisting of one Director, a maximum of four members of the corporation in good standing who are not Directors, and one veterinarian and shall name one of the RVT appointees as chair.

1.2.1 Three members of the Committee shall constitute a quorum.

1.2.2 The Directors may prescribe further procedures for the operation of the College Accreditation Committee or other matters pertaining to the accreditation process that are not in conflict with these by-laws.

1.3 Committee Powers

The College Accreditation Committee shall,

- (a) Receive and consider applications for program accreditation from educational institutions;
- (b) Appoint a site visit team as described in the College Accreditation Process;
- (c) Instruct site visit teams in their duties;
- (d) Review the reports of site visit teams and all other pertinent documentation; and
- (e) Perform any other duties assigned to it by the Directors.

1.3.1 The College Accreditation Committee, in accordance with the information it receives, shall

- (a) Grant accreditation for a three-year period;
- (b) Grant accreditation for a shorter period, specifying such terms, conditions or limitations as it deems appropriate in the circumstances;
- (c) Deny or revoke accreditation; or
- (d) Grant a two year extension at the discretion of the committee if there are no major changes to the program and if the program was given full accreditation in the most recent three year period.

- 1.3.2** In reaching its decision, the College Accreditation Committee shall take into consideration the following:
- (a) The application and supporting document submitted by the applicant;
 - (b) Test scores of recent graduates from the program on the entrance examination prescribed by the Directors;
 - (c) The report of the site visit team; and
 - (d) Any other objective information relevant to the program's adherence to the *OAVT Standards for Accreditation of Programs of Study in Veterinary Technology*.
- 1.3.3** If the program is currently accredited by another body, or is in the process of applying for such accreditation, the Committee may, at its discretion, waive the requirement for a site visit.

1.4 Committee Decision

The committee shall give its decision in a written report to the applicant and the Directors of the Corporation. The report shall include,

- (a) The reasons for the decision;
 - (b) Comments on the program's strengths and weaknesses; and
 - (c) Any other information deemed helpful to the applicant in maintaining or improving the quality of its program.
- 1.4.1** For the purposes of the by-laws, the decision of the College Accreditation Committee to grant accreditation to a program of study shall constitute the accreditation by the Directors.

1.5 Costs

The applicant shall be responsible for the following costs:

- (a) The application fee, which will be fixed by the Directors;
- (b) All expenses associated with the site visit, including but not restricted to travel, accommodations, meals, telephone, and courier costs.

1.6 Appeal

An applicant may appeal a decision of the College Accreditation Committee to the Directors.

- 1.6.1** An appeal may be made on either of the following grounds:

- (a) That the College Accreditation Committee failed to conduct an adequate investigation of the program's compliance with the accreditation standards; or
- (b) That the decision of the College Accreditation Committee was not reasonable under the circumstances.

- 1.6.2** An appeal must be in writing and must state the specific basis on which the appeal is made under article 1.6.1. The appeal must be accompanied by a cheque for the appeal fee, the amount of which will be fixed from time to time by the Directors.

- 1.6.3** The decision of the OAVT Board will be final.

1.7 Re-Application

If accreditation has been denied or revoked, an applicant may re-apply at any time. The program will be subject to the full process of application and site visit, with all associated fees and costs.

1.8 Subsequent Changes

If a program undergoes substantial revision during the term of its accreditation in any respect covered by the standards, the administration of the program must inform the Registrar in a timely fashion. The College Accreditation Committee may review the accreditation status and, at its discretion, take such action as it deems advisable.

1.9 Status of Graduates from Non-Accredited Programs

If a program's accreditation is denied or revoked, students graduating from the program after the date of the decision will be denied the privilege of writing the entrance examination prescribed by the Directors.

1.9.1 If accreditation is subsequently granted due to re-application or appeal, the decision will specify when graduates of the program may begin to write the entrance examination prescribed by the Directors.

1.10 Other Details of Procedure

The Directors shall have the power to determine any and all other details of the procedure associated with applications for accreditation of educational programs.

Ontario Association of Veterinary Technicians Code of Ethics

A code of ethics places a group into a self regulatory body and brings that group form a vocation to an occupation with professional standards. A code of ethics cannot be created by resolution or formed overnight, but is founded on a standard of behaviour for the enrichment of the associates and those with whom they have affiliation for the betterment of their profession.

GENERAL DEPARTMENT

- (1) Complete honesty and integrity is expected of all members.
- (2) It is the duty of all members of the association to conduct themselves in accordance with this Code of Ethics.
- (3) No member shall indulge in an illegal Veterinary Practice or encourage others to participate in such practice, and it is the duty of the member to report such violations to the Ontario Association of Veterinary Technicians.
- (4) When working under the supervision of a veterinarian in a commercial operation, technicians must be paid by the employer and not clientele.

PROFESSIONAL DEPARTMENT

- (1) No member shall violate the OAVT ACT, 1993, or the By-Laws of the Ontario Association of Veterinary Technicians.
- (2) No member shall belittle or injure the character of a member of the association or member of the College of Veterinarians of Ontario.
- (3) Members shall be governed by Article 19, Ontario Regulation 140/90, Veterinarians Act, 1989, now Ontario Regulation 1093.
- (4) No member shall violate the confidence of a client or their employer.
- (5) Members shall practice humane treatment of animals at all times.
- (6) Members shall make every effort to keep abreast with current advancements in the veterinary field.